

Great A+P

1956

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS**
of America

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

TRADE DIVISION

Warehouse - A & P
Tea Company

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0525

May 16, 1956

TO LOCAL UNIONS WITH JURISDICTION OVER A & P LOCATIONS:

Dear Sirs and Brothers:

We are enclosing for your information and files a copy of the current survey of The Great Atlantic & Pacific Tea Company.

This survey is designed primarily to assist local unions in negotiations with grocery companies. Much of the information contained therein is confidential and should not be released indiscriminately.

We hope you will find this information helpful in your dealings with A & P and other grocery companies.

Sincerely and fraternally yours,

H. J. Gibbons
H. J. Gibbons, Acting Director
National Warehouse Division

HJG:gl

Enc.

Inter-Office Communication

From the Office of H. J. Gibbons, Acting Director, National Warehouse Division

To Mr. Einar G. Mohn

Date May 15, 1956

Subject Surveys: A & P - Kroger

For your information and files we are attaching copies of the current surveys on A & P and Kroger.

hlg:gl
Attach.(2)

TRADE DIVISION

Warehouse - Great

Atlantic and Pacific

SURVEY OF: THE GREAT ATLANTIC AND PACIFIC TBA COMPANY *Tea Company*

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NATIONAL WAREHOUSE DIVISION

INT'L BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS, AFL-CIO
25 Louisiana Ave. NW, Washington 1, DC

H. J. GIBBONS, ACTING DIRECTOR

SAMUEL BARON, FIELD DIRECTOR

APRIL, 1956

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS of America**

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

23 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0325

April, 1956

TO LOCAL UNIONS WITH GREAT A & P WAREHOUSE LOCATIONS:

Dear Sir and Brothers:

This is the fourth edition of a survey of the locations of the Great Atlantic & Pacific Tea Company which was first prepared for the Executive Committee of the National Warehouse Division in October, 1954.

Since that date the number of A & P employees represented by warehouse locals has increased from 6,000 to over 8,200, and 11 A & P warehouses have been organized. In the last six months alone the Teamster membership has increased by more than 700 and warehouses have been organized in Dallas, Texas; Charlotte, North Carolina; Jacksonville and Tampa, Florida. In addition, drivers and production employees have been organized in several areas.

Previously organized units have also gained a great deal. The organization of new units freed organized workers of a threat to their jobs, and has permitted them to negotiate successfully still higher rates. Both the units with higher rates and those with lower rates have benefited. Thus the lowest rates for receivers, lift truck operators, and inspectors in the Central Conference are now above \$2.00 per hour.

Also, the company has now accepted the principle of equal pay for the same job classifications in different cities. In September, 1957, workers in Paterson, Jersey City and Newark, New Jersey, will be getting the same rates as warehouse workers in New York City.

Vacation clauses have been strengthened. More than 5,800 of our members now receive a third week of vacation after only 10 years of service. More than 8,000 receive the third week after service of 10 to 20 years. Night shift and ice box premiums and other fringe benefits have been secured and improved. Wage increases in previously organized warehouses have ranged from 7 to 35¢ per hour, while those in recently organized units have ranged up to 76¢ an hour.

Cooperation between the National Warehouse Division, the Area Conferences and the Local Unions has helped achieve these gains. With continued cooperation we can organize the remaining unorganized warehouses and make strides toward our ultimate goal -- the elimination of inequities between cities in the same area and between areas.

Sincerely and fraternally yours,

H. J. Gibbons
H. J. Gibbons, Acting Director
National Warehouse Division

hjc:brl

BACKGROUND ON COMPANY

A & P is the largest grocery chain operating about 4,200 retail stores in the United States and Canada. Sales for fiscal 1954 were over four billion, one-hundred thirty-nine million dollars, which represented an increase of 3.6% over 1953. Sales of Safeway Stores, the second largest grocery chain, were just under two billion - less than half the volume of A & P.

A & P is completely integrated, controlled by the George Huntington Hartford Trust through two great holding corporations. The Trust holds 99.97 per cent of the voting stock of the Great Atlantic & Pacific Tea Company of New York; A & P New York held all the stock of A & P Maryland, which in turn owns outright the three great manufacturing companies -- Quaker Maid Company, which makes for A & P stores two hundred and more products, from baking powder to vinegar; White House Milk Company, with milk-processing plants in Wisconsin; and Nekat Packing Corporation, America's largest canner of Alaskan salmon and operator of great Alaskan fishing fleets. A & P Maryland owns outright the enormous American Coffee Corporation, buyer of green coffees from Colombia and Brazil; A & P New Jersey, which roasts and packs the coffees and also operates retail stores in twenty-four states; A & P Nevada and A & P Arizona, which operate stores in sixteen additional states; and the super-colossal fruit and vegetable purchaser, Atlantic Commission Company (now dissolved).

A & P grew out of a business in the New York-New Jersey area founded in 1858. To supply its 4,200 retail outlets, the company maintains numerous general warehouses and others for handling produce, meat, fish, and butter; it also operates 35 bakeries, three cheese processing plants, two milk plants, one creamery, six general factories and nine coffee roasting plants.

Officers of the company are: Chairman, G. L. Hartford; President, R. W. Burger; Treasurer, J. D. Ehrgott; Secretary, J. J. Reilly.

Sales have risen each year since 1944 while income has fluctuated with changing tax rates and with reserves set aside for depreciation. Net income has risen consistently since a low of 27 million dollars was reached in 1952. In 1954 the net profit was more than 32 million dollars.

April, 1956

NATIONAL WAREHOUSE DIVISION

THE GREAT A & P TEA COMPANY
PAGE 3

FINANCIAL DATA:

Financial information for year ending February 1956 is not yet available. However
company's consolidated balance sheet for year ending February, 1955 shows:

	Year ending February 28:		% of increase
	1955	1954	
Sales	\$4,132,966,250	\$3,989,103,161	3.8%
Net before depreciation & federal income tax	79,822,912	79,562,221	
Depreciation	10,539,604	9,866,415	
Net income	32,233,308	30,395,806	6.0%
ASSETS:			
Land & buildings	4,033,955	4,082,039	
Equipment & fixtures	112,382,745	106,949,526	
Goodwill	1	1	
Deferred charges	11,418,161	9,906,350	
CURRENT ASSETS:			
Cash	147,128,719	128,410,471	
U. S. Govt. securities	11,800	11,800	
Other securities	5,500	5,500	
Accounts receivable	6,795,290	7,728,983	
Merchandise	209,944,130	213,267,636	
Total current assets	363,885,439	349,434,390	4.1%
TOTAL ASSETS:			
LIABILITIES:			
7% 1st preferred	491,720,301	470,362,306	
Common stock	25,926,200	25,926,200	
Subscribed preferred	36,306,100	36,306,100	
Reserve for self insurance	10,000	10,000	
Other reserve	3,871,482	3,547,566	
Surplus	407,156	709,730	
CURRENT LIABILITIES:			
Accounts payable	255,739,172	239,922,063	6.6%
Tax reserve	131,835,416	124,820,134	
Total current liabilities	37,624,775	39,120,513	
TOTAL LIABILITIES:	169,460,191	163,940,647	
NET WORKING CAPITAL:	491,720,301	470,362,306	
OPERATING RATIO:	194,425,248	185,483,743	4.8%
	2.15	2.13	

April, 1956

DIRECTORY OF TEAMSTER LOCALS HAVING A & P WAREHOUSES ORGANIZED

CENTRAL CONFERENCE AREA:

LOCAL 20 - TOLEDO, OHIO	- Wesley Meinka, Secy-Treas. 435 South Hawley Street Phone: Cherry 8-5351
LOCAL 89 - LOUISVILLE, KENTUCKY	- Marion Winstead, Secy-Treas. 813-19 South 1st Street Phone: Wabash 6581
LOCAL 105 - CINCINNATI, OHIO	- Charles Klute, Secy-Treas. 217 West 12th Street Phone: Parkway 1-2537
LOCAL 135 - INDIANAPOLIS, IND.	- Gene San Soucie, President 1233 Shelby Street Phone: Melrose 5-5581
LOCAL 197 - CLEVELAND, OHIO	- Elroy R. Voelzow, Sr., S-T 2070 East 22nd Street Phone: Main 1-0761
LOCAL 200 - MILWAUKEE, WISCONSIN	- Frank H. Ranney, Secy-Treas. 816 West National Avenue Phone: Mitchell 5-2190
LOCAL 337 - DETROIT, MICHIGAN	- Robert Holmes, Secy-Treas. 2741 Trumbull Avenue Phone: Woodward 2-7879
LOCAL 377 - YOUNGSTOWN, OHIO	- John J. Angelo, Secy-Treas. 100 East Rayen Avenue Phone: Riverside 3-3114
LOCAL 406 - GRAND RAPIDS, MICH.	- Patrick E. Markey, Secy-Treas. 436 Ottawa Avenue, N.W. Phone: Glendale 9-0161
LOCAL 415 - COLUMBUS, OHIO	- James R. Hoffa, Trustee c/o Don Pfeiffer, Secy-Treas. 233 South High Street Phone: Capitol 1-6819
LOCAL 544 - MINNEAPOLIS, MINN.	- Sidney Brennan, Secy-Treas. 706 First Avenue, North Phone: Federal 9-1431

April, 1956

(continued)

DIRECTORY (cont'd)

LOCAL 729 - E. ST. LOUIS, ILLINOIS - Thomas J. Warwick, Secy-Treas.
702 St. Clair Avenue
Phone: Upton 4-0352

LOCAL 955 - KANSAS CITY, MISSOURI - H. J. Gibbons, Trustee, c/o
W. R. Sherry, Secy-Treas.
116 West Linwood Boulevard
Phone: Logan 1-4717

EASTERN CONFERENCE AREA:

LOCAL 71 - CHARLOTTE, N. CAR. - A. L. Gunter, Trustee
920 West Trade Street
Phone: Franklin 6-4876

LOCAL 110 - ALTOONA, PENNA. - Chas. H. Frick, Secy-Treas.
238 Market Street
Johnstown, Pa. Phone: 9-8197

LOCAL 169 - PHILADELPHIA, PENNA. - Edward Fadigan, Secy-Treas.
1239-41 West Girard Avenue
Phone: Stevenson 4-4877

LOCAL 229 - SCRANTON, PENNA. - John A. Durkin, Secy-Treas.
602 Linden Street, Rm. 200
Phone: Diamond 4-7219

LOCAL 251 - PROVIDENCE, R. I. - Alexander Hylek, Secy-Treas.
4 Ann Street
Phone: Gaspee 1-8705

LOCAL 294 - ALBANY, NEW YORK - Albert Dietrich, Trustee
c/o Thaddeus Lis, Secy-Treas.
314-316 Broadway
Phone: 5-7374

LOCAL 317 - SYRACUSE, NEW YORK - William H. Roggenkamp, S-T
311 South Franklin Street
Phone: Syracuse 74-1294

LOCAL 322 - RICHMOND, VIRGINIA - Russell Brown, Secy-Treas.
211 West Grace Street
Phone: 7-3874

NATIONAL WAREHOUSE DIVISION

DIRECTORY (cont'd)

LOCAL 340 - PORTLAND, MAINE	- Albert H. Page, Secy-Treas. 110 Exchange Street Phones: Spruce 4-1406
LOCAL 404 - SPRINGFIELD, MASS.	- B. E. Naylor, Secy-Treas. 119 Plainfield Street Phones: Republic 3-7881
LOCAL 505 - HUNTINGTON, W. VA.	- James Q. Papas, Secy-Treas. 1201 Seventh Avenue Phones: 2-0419
LOCAL 558 - BUFFALO, NEW YORK	- Pasquale J. Aquino, Secy-Treas. 1519 Clinton Street Phones: Triangle 6292
LOCAL 559 - HARTFORD, CONN.	- Edward Kaminsky, Secy-Treas. 635 Main Street Phones: Jackson 5-2657
LOCAL 570 - BALTIMORE, MARYLAND	- Charles DiGuardo, Secy-Treas. 659 Light Street Phones: Saratoga 7-6336
LOCAL 635 - PITTSBURGH, PENNA.	- Robt. G. Brennan, Secy-Treas. 46 Eighteenth Street Phones: Grant 1-4343
LOCAL 789 - FAIRMONT, W. VA.	- Eugene A. Carter, Trustee 121 Jackson Street Phones: 1488
LOCAL 829 - BOSTON, MASSACHUSETTS	- Jerome McCarthy, Secy-Treas. 650 Beacon Street Phones: Copley 7-2312
LOCAL 852 - BRONX, BROOKLYN, GARDEN CITY, MASPETH,	- Michael J. Murray, Secy-Treas. 1440 Broadway, Room 1160 New York 18, New York Phones: Longacre 4-6270
LOCAL 863 - JERSEY CITY, NEWARK, PATERSON, NEW JERSEY	- Joseph Pecora, Secy-Treas. 29 Elizabeth Avenue Newark 8, New Jersey Phones: Bigelow 3-3121

April, 1956

(continued)

DIRECTORY (Cont'd)

SOUTHERN CONFERENCE AREA:

LOCAL 79 - TAMPA, FLORIDA	- J. W. Morgan, Secy-Treas. 4028 1/2 Nebraska Avenue Phone: 34-3161
LOCAL 270 - NEW ORLEANS, LA.	- Murray Miller, Trustee, c/o James Schwehm, Secy-Treas. 424 Chartres Street Phone: Magnolia 1621
LOCAL 327 - NASHVILLE, TENN.	- Edward Smith, Secy-Treas. 819-821 Second Avenue, South Phone: Alpine 5-8592
LOCAL 512 - JACKSONVILLE, FLA.	- C. A. Mandoiza, Trustee, c/o Paul Hall, Secy-Treas. 907 West Adams Street Phone: Elgin 3-6260
LOCAL 745 - DALLAS, TEXAS	- W. L. Piland, Secy-Treas. 1727 Young Street Phone: Riverside 1456
LOCAL 968 - HOUSTON, TEXAS	- M. W. Miller, Trustee, c/o Randy Miller, Secy-Treas. 1803 Everett Street Phone: Capitol 2-2371

WESTERN CONFERENCE AREA:

LOCAL 595 - LOS ANGELES, CALIF.	- John M. Annand, Trustee, c/o Gay Lilleflore, Secy-Treas. 846 South Union Avenue Phone: Dunkirk 7-7061
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April, 1956

A & P EMPLOYEES ORGANIZED BY TEAMSTERS

LOCATION	# in Unit	Conf.Total	TOTAL
CENTRAL CONFERENCE:			
Local 20 - Toledo, Ohio	163		
89 - Louisville, Kentucky	120		
105 - Cincinnati, Ohio	75		
135 - Indianapolis, Indiana	80		
197 - Cleveland, Ohio	150		
200 - Milwaukee, Wisconsin	195		
337 - Detroit, Michigan	321		
377 - Youngstown, Ohio	100		
406 - Grand Rapids, Michigan	127		
413 - Columbus, Ohio	100		
544 - Minneapolis, Minnesota	12		
729 - E. St. Louis, Illinois	240		
955 - Kansas City, Missouri	114	1,797	
EASTERN CONFERENCE:			
Local 71 - Charlotte, N. Carolina	190		
110 - Altoona, Pennsylvania	150		
169 - Philadelphia, Penna.	355		
229 - Scranton, Pennsylvania	175		
251 - Providence, Rhode Island	200		
294 - Albany, New York	200		
317 - Syracuse, New York	80		
322 - Richmond, Virginia	175		
340 - Portland, Maine	109		
404 - Springfield, Mass.	245		
505 - Huntington, West Va.	50		
558 - Buffalo, New York	150		
559 - Hartford, Connecticut	108		
570 - Baltimore, Maryland	241		
635 - Pittsburgh, Penna.	450		
789 - Fairmont, West Va.	75		
829 - Boston, Massachusetts	175		
852 - New York, New York	2,000		
863 - Newark, New Jersey	700	5,828	
SOUTHERN CONFERENCE:			
Local 79 - Tampa, Florida	20		
270 - New Orleans, Louisiana	160		
327 - Nashville, Tennessee	10		
512 - Jacksonville, Florida	235		
745 - Dallas, Texas	160		
968 - Houston, Texas	50	635	
WESTERN CONFERENCE:			
Local 595 - Los Angeles, California	19	19	
TOTAL A & P EMPLOYEES ORGANIZED by TEAMSTERS			8,279

April, 1956

UNORGANIZED WAREHOUSES:

The three unorganized warehouses of The Great A & P Tea Company (all of them in the Southern Division of the Company) are located in:

Miami, Florida

Raleigh, North Carolina

Knoxville, Tennessee

There are approximately 200 workers (including drivers) in these three warehouses. Organizing campaigns are now under way in all of these locations. The company intends to expand its operations at the Raleigh warehouse.

* * * * *

WAREHOUSES ORGANIZED BY OTHER UNIONS:

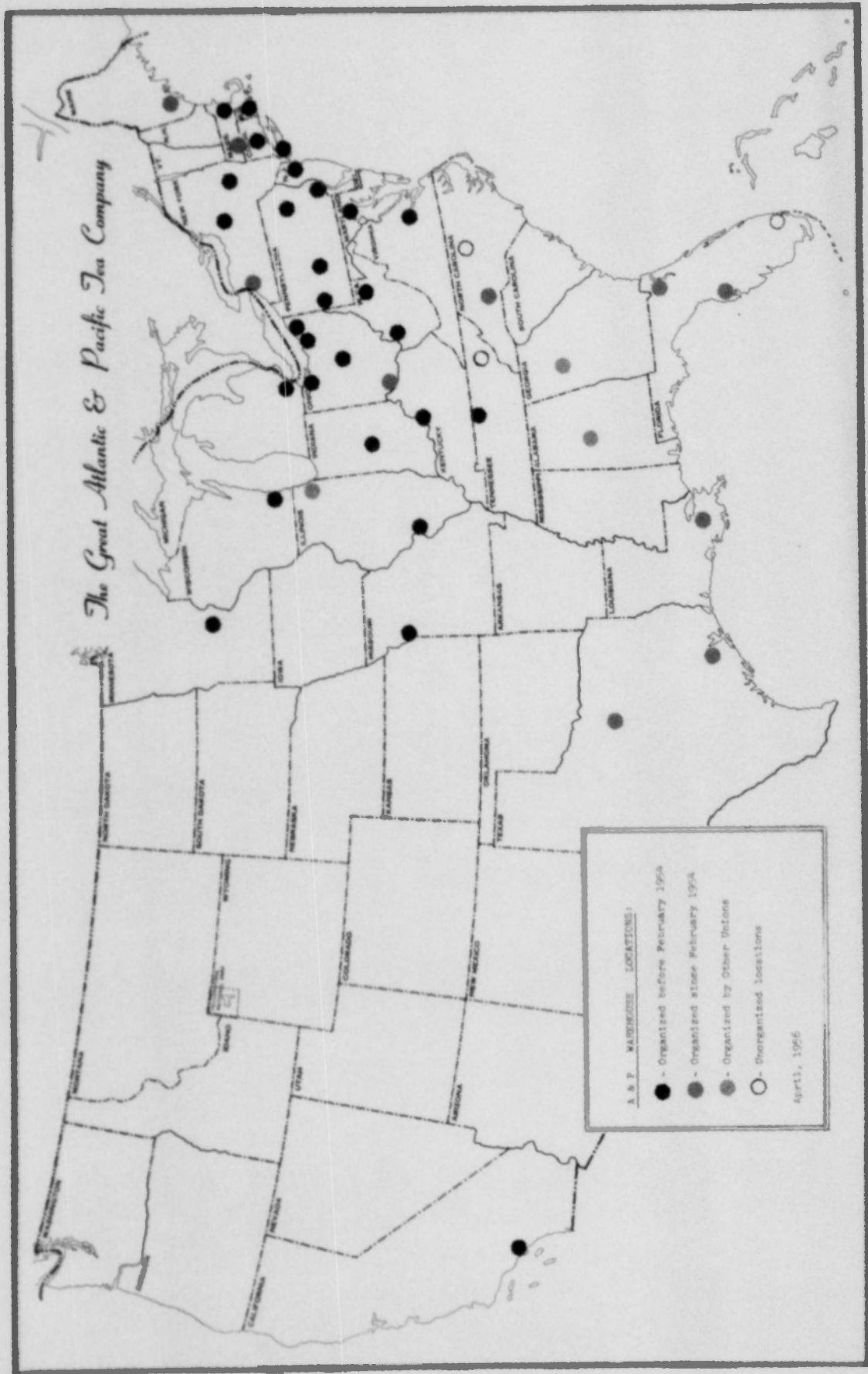
There are three warehouses organized by other unions. Approximately 250 are employed in these three locations. They are located in:

Birmingham, Alabama - organized by the CIO

Atlanta, Georgia - organized by the CIO

Chicago, Illinois - organized by an independent union

April, 1956



CONTRACT EXPIRATION DATES

Year	Month	Location	Local #
1956:	February	Providence, R. I.	251
	July	Toledo, Ohio	20
	"	Louisville, Ky.	89
	August	Indianapolis, Ind.	135
	"	Nashville, Tenn.	327
	September	Altoona, Penna.	110
	"	Huntington, W. Va.	505
	"	Kansas City, Mo.	955
	October	Milwaukee, Wis.	200
	"	Columbus, Ohio	413
	"	Hartford, Conn.	559
	"	Pittsburgh, Pa.	635
1957:	"	Fairmont, W. Va.	789
	November	Portland, Maine*	340
	February	Philadelphia, Pa.	169
	"	Scranton, Pa.	229
	"	Richmond, Va.	322
	"	Springfield, Mass.	404
	"	Boston, Mass.	829
	March	Baltimore, Md.	570
	April	Syracuse, N. Y.	317
	"	Albany, New York	294
	June	New York City	852
	September	Newark, N. J.*	863
1958:	October	Portland, Maine	340
	February	New Orleans, La.	270
	April	Cincinnati, Ohio	105
	"	Cleveland, Ohio	197
	"	Grand Rapids, Mich.	406
	May	Minneapolis, Minn.	544
	"	Buffalo, New York	556
	July	E. St. Louis, Ill.	729
	August	Detroit, Mich.	337
1959:	"	Los Angeles, Calif.	595
	September	Newark, N. J.	863
	January	Youngstown, Ohio	377
	February	Jacksonville, Fla.	512
1959:	March	Charlotte, N. C.	71
	"	Houston, Texas	968

* Wage reopening only.

April, 1956

UNION SECURITY PROVISIONS

Local & City	Union Shop	Check off	Picket	Hot Cargo	Unauth. Activity	Inspection
CENTRAL CONFERENCE:						
20 - Toledo	Yes	Yes	---	---	Yes	---
89 - Louisville	Yes	---	Yes	---	---	Yes
105 - Cincinnati	Yes	---	Yes	---	Yes	---
135 - Indianapolis	Yes	---	Yes	---	---	Yes
197 - Cleveland	Yes	---	Yes	---	---	---
200 - Milwaukee	Yes	---	Yes	---	---	---
337 - Detroit	Yes	---	---	---	Yes	---
377 - Youngstown	Yes	---	Yes	---	---	---
406 - Grand Rapids	Yes	---	Yes	---	---	Yes
413 - Columbus	Yes	---	Yes	---	---	---
544 - Minneapolis	Yes	---	Yes	---	---	---
729 - E. St. Louis	Yes	Yes	Yes	---	Yes	---
955 - Kansas City	Yes	Yes	Yes	---	---	---
SOUTHERN CONFERENCE:						
270 - New Orleans	(1)	Yes	Yes	---	---	---
327 - Nashville	(1)	---	Yes	---	---	Yes
512 - Jacksonville	(1)	Yes	Yes	---	Yes	---
745 - Dallas	(1)	Yes	Yes	---	Yes	---
968 - Houston	(1)	Yes	Yes	---	---	---

(1) Open shop states.

April, 1956

(continued)

UNION SECURITY PROVISIONS

Local & City	Union Shop	Check off	Picket	Hot Cargo	Uneuth. Activity	Inspection
EASTERN CONFERENCE:						
71 - Charlotte	(1)	Yes	Yes	---	Yes	---
110 - Altoona	Yes	---	Yes	---	---	---
169 - Philadelphia	Yes	---	Yes	---	Yes	---
229 - Scranton	Yes	---	Yes	---	---	---
251 - Providence	Yes	---	---	---	---	---
294 - Albany	Yes	Yes	---	Yes	Yes	---
317 - Syracuse	Yes	---	Yes	---	---	---
322 - Richmond	(1)	Yes	Yes	---	---	Yes
340 - Portland	Yes	Yes	---	---	Yes	Yes
404 - Springfield	Yes	Yes	---	---	---	---
505 - Huntington	Yes	---	Yes	---	---	---
558 - Buffalo	Yes	---	---	---	---	---
559 - Hartford	Yes	Yes	---	---	---	---
570 - Baltimore	Yes	Yes	Yes	---	---	Yes
635 - Pittsburgh	Yes	---	Yes	---	---	---
789 - Fairmont	Yes	---	---	---	---	---
829 - Boston	Yes	Yes	---	---	---	Yes
852 - New York City	Yes	Yes	Yes	---	---	---
863 - Newark	Yes	Yes	Yes	---	---	---
WESTERN CONFERENCE:						
595 - Los Angeles	Yes	---	Yes	Yes	---	Yes

April, 1956

(1) Open shop states.

NATIONAL WAREHOUSE DIVISION

CURRENT HOURLY WAGE RATES - CENTRAL CONFERENCE AREA

THE GREAT A & P TEA COMPANY

Local & City	Selector	Checker	Receiver	Lift Truck	Inspector	Elevator Operator	Warehouse -men	Porter	Banana Packer	Egg Candler	Female
20 - Toledo	1.97	1.97	2.10	--	2.10	1.97	1.92	--	1.92	--	1.56
89 - Louisville	1.97	1.97	--	--	--	1.97	1.87	1.75	1.87	1.54	1.54
(1) 105 - Cincinnati	1.92	--	--	--	1.94 2.09	--	1.69	1.64	1.79	--	1.26
135 - Indianapolis	1.95	1.95	--	--	--	1.95	1.87	--	--	1.51	1.41
(2) 197 - Cleveland	RATE FOR MALES \$1.99										1.55
200 - Milwaukee	2.19½	2.34½	2.34½	2.29½	2.34½	2.19½	2.04½	--	--	--	1.50
(3) 337 - Detroit	2.06	2.13	2.06	2.09	2.20	2.06	1.95	1.84½	1.95	--	1.62½
(4) 377 - Youngstown	2.14	2.24	--	2.19	2.24	--	2.04	--	2.14	--	--
(5) 406 - Grand Rapids	1.95	1.99	--	--	2.08	1.95	1.84	1.67	1.84	1.41	1.53
413 - Columbus	--	--	--	--	--	--	1.87	--	--	--	1.59
(6) 544 - Minneapolis	--	1.97	--	--	--	--	1.86	--	2.02	--	--
(7) 729 - E. St. Louis	1.92½	2.02½	--	--	--	--	1.75	--	--	--	1.40
955 - Kansas City	1.97½	2.09½	--	2.02½	2.09½	1.97½	1.91½	--	--	--	1.52½

FOOTNOTES: (1) Additional increases on 11/4/56; 4/28/57; and 11/3/57.

(2) 4¢ on 4/1/57.

(3) 9¢ on 8/19/56; 6¢ on 5/18/57; (Porters 9¢, Females 5¢).

(4) 10¢ on 1/6/57; 10¢ on 1/5/58.

(5) 3-6¢ on 10/14/56; 5-8¢ on 4/14/57.

(6) 8¢ on 6/1/56; 8¢ on 6/1/57.

(7) Selectors and checkers get 7½¢ on 7/1/56 and 7½¢ on 7/1/57. Warehousemen get 10¢ on these dates. Females get 5¢ on these dates.

NAT'L WAREHOUSE DIVISION CURRENT HOURLY WAGE RATES - EASTERN CONFERENCE AREA THE GREAT A & P TEA CO.

Local & City	Selector	Checker	Receiver	Lift Truck	Inspector	Elevator Operator	Warehouse -men	Porter	Banana Packer	Egg Candier	Female
(1) 71 - Charlotte	1.35	1.55	1.80	1.30	--	--	1.20	--	1.40	1.25	1.25
110 - Altoona	2.00	2.05	--	2.00	2.10	2.00	1.90	1.90	2.00	--	1.56
(2) 169 - Philadelphia	--	2.05	2.05	2.05	--	1.95	1.90	--	--	1.60	1.50
229 - Scranton	1.77	1.77	--	1.82	1.82	--	1.72	--	--	2.00	1.32
251 - Providence	1.88	1.98	1.98	1.93	1.98	--	1.83	--	--	1.36	1.35
(3) 294 - Albany	1.91	2.01	2.01	1.96	2.01	--	1.86	--	--	1.48	1.46
(4) 317 - Syracuse	--	--	--	--	--	--	1.91	--	--	--	1.63
322 - Richmond	1.7175	1.7875	--	1.7625	--	--	1.65	--	--	1.60	1.52
(5) 340 - Portland	1.86	1.96	1.96	--	1.96	--	1.81	--	--	--	1.33
(6) 404 - Springfield	1.9875	2.0875	--	--	--	--	1.9375	--	--	--	--
505 - Huntington	2.02	2.17	2.27	2.07	--	--	1.97	--	--	--	1.77
(7) 558 - Buffalo	1.91	2.01	--	--	2.01	1.91	1.82	1.61	1.91	--	1.42
559 - Hartford	2.0425	2.1425	2.1425	2.0925	--	--	1.9625	--	--	--	1.4575
570 - Baltimore	1.91	2.03	2.06	1.91	--	--	1.86	--	--	--	1.66
635 - Pittsburgh	2.49	2.57	2.64	--	--	2.49	--	2.44	--	--	--
789 - Fairmont	2.34	2.42	2.49	2.42	2.42	--	2.29	--	2.42	1.93	1.84
(8) 829 - Boston	2.05	2.10	2.10	2.05	2.10	2.00	--	1.92	--	--	--
(9) 852 - New York	2.21	2.31	--	2.31	--	2.21	2.11	1.76	--	1.68	--
(10) 863 - Newark	2.10	2.22	--	2.12	--	2.10	2.00	1.75	--	1.60	--

FOOTNOTES: (1) 10¢ on 3/14/57 and 10¢ on 3/14/59.
(2) \$1.40 egg candier rate applies to females, \$2 rate to males.
(3) 10¢ on 5/1/56.
(4) .04¢ for miles and 5¢ for females on 5/1/56.
(5) Wage reopening on 1/1/56.
(6) 10¢ on 7/1/56.
(7) Wage reopening on 5/15/56.
(8) 2¢ on 7/1/56.
(9) 5¢ on 6/20/56.
(10) 5-13¢ on 9/16/56 and New York City rates on 9/15/57.

April, 1956

NATIONAL WAREHOUSE DIVISION

CURRENT HOURLY WAGE RATES

THE GREAT A & P TEA COMPANY

Local & City	Selector	Checker	Receiver	Lift Truck	Inspector	Elevator Operator	Warehouse -men	Porter	Wana Packer	Egg Candler	Female
SOUTHERN CONFERENCE:											
79 - Tampa	I N		N E	G O	T I	A T	I O	N S			
(1) 270 - New Orleans	1.30	1.40	--	1.35	--	--	1.20	--	1.25	1.20	--
327 - Nashville	--	--	--	--	1.63	--	1.53	--	--	--	.90
(2) 512 - Jacksonville	1.40	1.50	--	--	--	1.35	1.30	--	1.35	--	1.13
(3) 745 - Dallas	1.52½	1.62½	1.62½	1.64½	--	--	1.37	1.37	--	1.26 1.52½	1.26
(4) 96E - Houston	--	1.37	1.60	--	--	--	1.26	1.26	--	1.26	--
WESTERN CONFERENCE:											
(5) 595 - Los Angeles	--	2.26½	2.26½	--	--	--	2.23½	--	--	--	1.98½

FOOTNOTES: (1) 5¢ on 7/19/56; 5¢ on 1/19/57.

(2) 10¢ on 2/24/57; 10¢ on 2/23/56.

(3) Rates will be changed to conform to Safeway rates when that agreement is completed. \$1.26 egg candler rate applies to females, \$1.52½ to males.

(4) 2¢ on 9/14/56; 7-8¢ on 3/14/57; 7-8¢ on 9/14/57; 8-9¢ on 3/14/58; 7-8¢ on 9/14/58.

(5) 7-8¢ on 9/2/56 and 7-8¢ on 9/1/57; each classification increased 15¢ over entire period.

WAGE RATE SPREADS by CLASSIFICATION

JOB CLASSIFICATION	H I G H		L O W		SPREAD
	Rate	City	Rate	City	
CENTRAL CONFERENCE:					
Selector	\$2.19½	Milwaukee	\$1.92	Cincinnati	27½¢
Checker	2.34½	"	1.95	Indianapolis	39½¢
Receiver	2.34½	"	2.06	Detroit	28½¢
Lift Truck	2.29½	"	2.02½	Kansas City	27 ¢
Inspector	2.34½	"	2.08	Grand Rapids	26½¢
Elev. Operator	2.19½	"	1.95	Indianapolis	24½¢
Warehousemen	2.04½	"	1.69	Cincinnati	35½¢
Porter	1.84½	Detroit	1.64	"	20½¢
Banana Packer	2.14	Youngstown	1.79	"	35 ¢
Egg Candler	1.54	Louisville	1.41	Grand Rapids	13 ¢
Female	1.62½	Detroit	1.28	Cincinnati	34½¢
EASTERN CONFERENCE:					
Selector	\$2.49½	Pittsburgh	\$1.35	Charlotte	\$1.14½
Checker	2.57	"	1.55	"	1.02
Receiver	2.64½	"	1.80	"	.84½
Lift Truck	2.42	Fairmont	1.30	"	1.12
Inspector	2.42	"	1.82	Scranton	.60
Elev. Operator	2.49½	Pittsburgh	1.91	Buffalo	.58½
Warehousemen	2.29½	Fairmont	1.20	Charlotte	1.09½
Porter	2.44½	Pittsburgh	1.75	Newark	.69½
Banana Packer	2.42	Fairmont	1.40	Charlotte	1.02
Egg Candler	(1.60F)	Phila-	1.25	"	35/75¢
	(2.00N)	delphia			
Female	1.84½	Fairmont	1.25	"	.59½
SOUTHERN CONFERENCE:					
Selector	1.52½	Dallas	1.30	New Orleans	22½¢
Checker	1.62½	"	1.37	Houston	25½¢
Receiver	1.62½	"	1.60	"	--
Lift Truck	1.64½	"	1.35	New Orleans	29½¢
Inspector	1.63	Nashville	1.63	Nashville	--
Elev. Operator	1.35	Jack'ville	1.35	Jack'ville	--
Warehousemen	1.53	Nashville	1.20	New Orleans	33¢
Porter	1.37	Dallas	1.26	Houston	11¢
Banana Packer	1.35	Jack'ville	1.25	New Orleans	10¢
Egg Candler	1.26	Dallas & Houston	1.20	"	6¢
Female	1.26	Dallas	.90	Nashville	36¢

April, 1956

(continued)

WAGE RATE SPREADS by CLASSIFICATION

JOB CLASSIFICATION	H I G H		L O W		SPREAD
	Rate	City	Rate	City	
CENTRAL CONFERENCE:					
Selector	\$2.19½	Milwaukee	\$1.92	Cincinnati	27½¢
Checker	2.34½	"	1.95	Indianapolis	39½¢
Receiver	2.34½	"	2.06	Detroit	28½¢
Lift Truck	2.29½	"	2.02½	Kansas City	27 ¢
Inspector	2.34½	"	2.08	Grand Rapids	26½¢
Elev. Operator	2.19½	"	1.95	Indianapolis	24½¢
Warehousemen	2.04½	"	1.69	Cincinnati	35½¢
Porter	1.84½	Detroit	1.64	"	20½¢
Banana Pecker	2.14	Youngstown	1.79	"	35 ¢
Egg Candler	1.54	Louisville	1.41	Grand Rapids	13 ¢
Female	1.62½	Detroit	1.28	Cincinnati	34½¢
EASTERN CONFERENCE:					
Selector	\$2.49½	Pittsburgh	\$1.35	Charlotte	\$1.14½
Checker	2.57	"	1.55	"	1.02
Receiver	2.64½	"	1.80	"	.84½
Lift Truck	2.42	Fairmont	1.30	"	1.12
Inspector	2.42	"	1.82	Scranton	.60
Elev. Operator	2.49½	Pittsburgh	1.91	Buffalo	.58½
Warehousemen	2.29½	Fairmont	1.20	Charlotte	1.09½
Porter	2.44½	Pittsburgh	1.75	Newark	.69½
Banana Pecker	2.42	Fairmont	1.40	Charlotte	1.02
Egg Candler	(1.60F 2.00M)	Phila- delphia	1.25	"	35/75¢
Female	1.84½	Fairmont	1.25	"	.59½
SOUTHERN CONFERENCE:					
Selector	1.52½	Dallas	1.30	New Orleans	22½¢
Checker	1.62½	"	1.37	Houston	25½¢
Receiver	1.62½	"	1.60	"	2½¢
Lift Truck	1.64½	"	1.35	New Orleans	29½¢
Inspector	1.63	Nashville	1.63	Nashville	--
Elev. Operator	1.35	Jack'ville	1.35	Jack'ville	--
Warehousemen	1.53	Nashville	1.20	New Orleans	33¢
Porter	1.37	Dallas	1.26	Houston	11¢
Banana Pecker	1.35	Jack'ville	1.25	New Orleans	10¢
Egg Candler	1.26	Dallas & Houston	1.20	"	6¢
Female	1.26	Dallas	.90	Nashville	36¢

April, 1956

VACATION PROVISIONS

Local & City	YEARS OF SERVICE REQUIRED FOR:			
	1 week	2 weeks	3 weeks	4 weeks
CENTRAL CONFERENCE:				
20 - Toledo	1	3	12	--
89 - Louisville	1	3	12	--
105 - Cincinnati	1	3	12	--
135 - Indianapolis	1	3	12	--
197 - Cleveland	1	3	10	--
200 - Milwaukee	1	3	10	--
337 - Detroit	1	3	12	--
377 - Youngstown	1	3	10	--
406 - Grand Rapids	1	3	12	--
413 - Columbus	1	3	10	--
544 - Minneapolis	1	3	15	--
729 - E. St. Louis	1	3	10	--
955 - Kansas City	1	3	12	--
SOUTHERN CONFERENCE:				
270 - New Orleans	1	1	20	--
327 - Nashville	1	3	--	--
512 - Jacksonville	1	3	15	--
745 - Dallas	1	3	15	--
968 - Houston	1	3	15	--

April, 1956

(continued)

VACATION PROVISIONS

Local & City	YEARS OF SERVICE REQUIRED FOR:			
	1 week	2 weeks	3 weeks	4 weeks
EASTERN CONFERENCE:				
71 - Charlotte	1	3	15	--
110 - Altoona	1	3	10	--
169 - Philadelphia	1	3	10	--
229 - Scranton	1	3	10	--
251 - Providence	1	3	10	--
294 - Albany	-	1	15	--
317 - Syracuse	1	3	10	--
322 - Richmond	1	2	12	--
340 - Portland	1	3	10	--
404 - Springfield	1	3	10	--
505 - Huntington	1	3	10	--
558 - Buffalo	1	3	--	--
559 - Hartford	$\frac{1}{2}$	1	15	--
570 - Baltimore	1	3	10	--
635 - Pittsburgh	-	1	10	20
789 - Fairmont	$\frac{1}{2}$	1	10	20
829 - Boston	1	3	10	--
852 - New York City	$\frac{1}{2}$	1	10	--
863 - Newark	$\frac{1}{2}$	1	10	--
WESTERN CONFERENCE:				
595 - Los Angeles	1	3	10	--

April, 1956

SUMMARY of VACATION PROVISIONS

WEEK VACATION:	After ___ # Years	# of Contracts	# of Members	% of Members
	6 months		3,043	36.8
	1 year	33	5,216	63.2
	TOTAL	36	8,259	100.0%

WEEKS VACATION:	After ___ # Years	# of Contracts	# of Members	% of Members
	1 year	7	3,693	44.7
	2 years	1	175	2.1
	3 years	30	4,391	53.2
	TOTAL	38	8,259	100.0%

3 WEEKS VACATION:	After ___ # Years	# of Contracts	# of Members	% of Members
	10 years	10	5,804	70.3
	12 years	5	1,175	14.2
	15 years	7	415	5.0
	20 years		160	2.0
	No provision		160	2.0
	TOTAL	38	8,259	100.0%

4 WEEKS VACATION:	After ___ # Years	# of Contracts	# of Members	% of Members
	20 years		525	6.4
	No provision	36	7,734	93.6
	TOTAL	36	8,259	100.0%

April, 1956

SUMMARY of HOLIDAYS

# of Holidays	# of Contracts	# of Members	% of Members
5	4	745	9.0
6	19	2,222	26.9
7	8	1,844	22.3
8	2	219	2.7
10	3	529	6.4
12	2	2,700	32.7
TOTAL	38	8,259	100.0%

Locations having: 5 holidays: New Orleans, Jacksonville, Dallas, Charlotte

6 holidays: Toledo, Louisville, Cincinnati, Indianapolis, Cleveland, Milwaukee, Detroit, Youngstown, Grand Rapids, Columbus, Minneapolis, Kansas City, Nashville, Houston, Altoona, Syracuse, Richmond, Huntington, Buffalo

7 holidays: E. St. Louis, Philadelphia, Scranton, Albany, Hartford, Baltimore, Pittsburgh, Fairmont

8 holidays: Providence, Los Angeles

10 holidays: Portland, Springfield, Boston

12 holidays: New York City, Newark

April, 1956

NATIONAL WAREHOUSE DIVISION

THE GREAT A & P TEA COMPANY
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Local & City	PREMIUM PAY PROVISIONS					
	Saturday	Sunday	6th Day	7th Day	Holiday	Shift
CENTRAL CONFERENCE:						
20 - Toledo	1½	2	--	--	2½	10¢
89 - Louisville	--	--	--	--	2½	10¢
105 - Cincinnati	--	--	--	--	2½	5¢
135 - Indianapolis	--	2	1½	2	1½	5¢
197 - Cleveland	--	2	1½	2	2	5¢
200 - Milwaukee	1½	--	--	2	3	10¢
337 - Detroit	--	1½	--	--	2½	10¢
377 - Youngstown	--	1½	--	2	1½	10¢
406 - Grand Rapids	--	--	--	2	--	10¢
413 - Columbus	--	--	--	2	--	10¢
544 - Minneapolis	--	--	--	2	--	10¢
729 - E. St. Louis	--	--	--	2	--	10¢
955 - Kansas City	--	1½	2	2	--	5¢
SOUTHERN CONFERENCE:						
270 - New Orleans	--	--	--	--	--	5¢
327 - Nashville	--	1½	2	2½	5¢	
512 - Jacksonville	--	--	2	2½	5¢	
745 - Dallas	--	--	2	2½	7½¢	
968 - Houston	--	--	--	2½	10¢	

April, 1956

(continued)

PREMIUM PAY PROVISIONS

Local & City	Saturday	Sunday	6th Day	7th Day	Holiday	Shift
CENTRAL CONFERENCE:						
71 - Charlotte	--	1½	--	2	2½	7¢
110 - Altoona	--	--	--	2	1½	12½¢
169 - Philadelphia	--	2	--	--	--	12½¢
229 - Scranton	--	--	--	2	--	10¢
251 - Providence	--	--	--	--	1½	10¢
294 - Albany	--	--	1½	2	3	10¢
317 - Syracuse	--	--	--	2	1½	10¢
322 - Richmond	--	--	--	--	2½	10¢
340 - Portland	--	--	1½	2	--	10¢
404 - Springfield	--	--	--	--	--	10¢
505 - Huntington	--	--	--	2	2½	5¢
558 - Buffalo	--	--	--	2	--	10¢
559 - Hartford	--	--	1½	2	1½	10¢
570 - Baltimore	1½	2	--	--	3	12½¢
635 - Pittsburgh	--	--	--	2	2	12¢
789 - Fairmont	--	--	--	2	1½	12¢
829 - Boston	--	--	--	2	2½	10¢
852 - New York City	--	--	--	--	3	15¢
863 - Newark	--	--	--	--	2½	12½¢*
WESTERN CONFERENCE:						
595 - Los Angeles	--	1½	1½	1½	2½	10¢

* 15¢ on 9-16-56

April, 1956

PAID NON-PRODUCTIVE TIME PROVISIONS

Local & City	Report Time Hours Pay	Jury Duty	Rest Periods	Funeral Pay # Days
CENTRAL CONFERENCE:				
20 - Toledo	4	---	2 - 15	3
89 - Louisville	---	---	2 - 15	---
105 - Cincinnati	5	---	2 - 15 *	---
135 - Indianapolis	---	---	2 - 15 *	---
197 - Cleveland	5	---	2 - 10	3
200 - Milwaukee	8	---	---	---
337 - Detroit	5	---	2 - 15 *	---
377 - Youngstown	---	Yes	2 - 10	5
406 - Grand Rapids	7	---	2 - 15	---
413 - Columbus	5	---	---	---
544 - Minneapolis	4	---	---	---
729 - E. St. Louis	8	---	---	---
955 - Kansas City	---	Yes	---	---
SOUTHERN CONFERENCE:				
270 - New Orleans	5	---	2 - 10	---
327 - Nashville	5	---	2 - 10	---
512 - Jacksonville	5	Yes	2 - 10	---
745 - Dallas	5	---	2 - 10	---
968 - Houston	5	---	2 - 10	---

* Females only.

April, 1956

(continued)

PAID NON-PRODUCTIVE TIME PROVISIONS

Local & City	Report Time Hours pay:	Jury Duty	Rest Periods	Funeral Pay # Days
EASTERN CONFERENCE:				
71 - Charlotte	5	Yes	---	2-5
110 - Altoona	8	Yes	2 - 15	5
169 - Philadelphia	-	Yes	---	3
229 - Scranton	-	---	---	---
251 - Providence	-	---	"allowed"	---
294 - Albany	-	Yes	2 - 15	3
317 - Syracuse	5	---	2 - 10	---
322 - Richmond	8	Yes	---	3
340 - Portland	5	Yes	---	3
404 - Springfield	8	Yes	(2 - 10 M 2 - 15 F	1-3
505 - Huntington	-	---	---	---
558 - Buffalo	5	---	2 - 10	---
559 - Hartford	5	---	---	3
570 - Baltimore	-	---	"Granted"	---
635 - Pittsburgh	5	---	2 - 15	5
789 - Fairmont	5	---	"Adequate"	---
829 - Boston	8	Yes	(2 - 10 M 2 - 15 F	3
852 - New York City	-	Yes	30 mins.	1-3
863 - Newark	-	Yes	30 mins.	1-3
WESTERN CONFERENCE:				
595 - Los Angeles	4	---	---	---

April, 1956

FRINGE BENEFIT SUMMARIES

REPORT TIME:

Hours	# of Contracts	# of Members	% of Members
4 hrs.	3	194	2.3
5 hrs.	17	2,598	31.5
7 hrs.	1	127	1.5
8 hrs.	5	1,005	12.2
No provision	12	4,335	52.5
TOTAL	38	8,259	100.0%

SHIFT PREMIUM:

Cents	# of Contracts	# of Members	% of Members
5¢	9	891	10.8
7¢	1	190	2.3
7½¢	1	235	2.8
10¢	20	2,972	36.0
12¢	2	525	6.4
12½¢	4	1,446	17.5
15¢	1	2,000	24.2
TOTAL	38	8,259	100.0%

April, 1956

NATIONAL WAREHOUSE DIVISION HEALTH AND WELFARE THE GREAT A & P TEA COMPANY

LOCAL NO.	MEMBERS			DEPENDENTS		
	HOSPITAL Daily Rate	# of Days	Expense	HOSPITAL Daily Rate	# of Days	Expense
CENTRAL CONFERENCE:						
20 - Toledo	\$10	31	\$200	\$8	31	\$160
89 - Louisville	6	70	120	5	70	120
105 - Cincinnati	6	70	120	5	70	120
135 - Indianapolis	6	70	120	5	70	120
197 - Cleveland	6	70	120	5	70	120
200 - Milwaukee	6	70	120	5	70	120
337 - Detroit	10	31	200	8	31	160
377 - Youngstown	12	31	240	9	31	180
406 - Gr. Rapids	10	31	200	8	31	160
413 - Columbus	6	70	120	5	70	120
544 - Minneapolis	10	31	200	8	31	160
729 - E. St. Louis	6	70	120	5	70	120
955 - Kansas City	6	70	120	5	70	120
SOUTHERN CONFERENCE:						
270 - New Orleans	6	70	120	5	70	120
327 - Nashville	6	70	120	5	70	120
512 - Jacksonville	6	70	120	5	70	120
745 - Dallas	6	70	120	5	70	120
968 - Houston	6	70	120	5	70	120

April, 1956

(continued)

THE GREAT A & P TEA COMPANY

HEALTH AND WELFARE

NATIONAL WAREHOUSE DIVISION

LOCAL NO.	MEMBERS				DEPENDENTS			
	HOSPITAL		Incidental		HOSPITAL		Incidental	
	Daily Rate	# of Days	Surgical Expense	Maternity Hospital Expense	Daily Rate	# of Days	Surgical Expense	Maternity Hospital Expense
EASTERN CONFERENCE:								
71 - Charlotte	\$ 6	70	\$120	\$150	\$ 84	70	\$100	\$150
110 - Altoona	BLUE CROSS & SHIELD							SHIELD
169 - Philadelphia	10	31	200	200	?	31	200	200
229 - Scranton	6	70	120	150	84	70	100	150
251 - Providence	6	70	120	150	84	70	100	150
294 - Albany	9	31	90	250	126	31	90	250
317 - Syracuse	6	70	120	150	84	70	100	150
322 - Richmond	6	70	120	150	84	70	100	150
340 - Portland	12	?	240	150	?	?	240	150
404 - Springfield	6	70	120	150	84	70	100	150
505 - Huntington	6	70	120	150	84	70	100	150
558 - Buffalo	6	70	120	150	84	70	100	150
559 - Hartford	6	70	120	150	84	70	100	150
570 - Baltimore	6	70	120	150	84	70	100	150
635 - Pittsburgh	BLUE CROSS & SHIELD							SHIELD
789 - Fairmont	6	70	120	150	84	70	100	150
829 - Boston	6	70	120	150	84	70	100	150
852 - New York	(10 21) (5 180) (Fee for services)			250	125	21) (Fee for services)		250
863 - Newark	6	70	120	150	84	70	100	150
WESTERN CONFERENCE:								
995 - Los Angeles	10	70	310	300	100	31	310	300
100								

April, 1956

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SICK LEAVE BENEFITS

In 32 locations the standard Company Sick Leave Policy is in effect. This Plan calls for:

Length of Service	Minimum Benefits Each Year if Needed:*	
	# weeks at Full Pay	# weeks at Half Pay
Six months to one year	1	2
One year to two years	2	3
Two years to five years	3	5
Five years to ten years	5	7
Over ten years	7	9

In three additional locations (Buffalo, Pittsburgh, Los Angeles) this plan is modified to the extent that employees become eligible after three months of service.

Members of Local 294, Albany, and of Local 169, Philadelphia, receive a sick benefit of \$35 per week for a maximum of 26 weeks beginning on the 8th day of illness or the first day of an accident.

Members of Local 544, Minneapolis, receive \$25 per week for 13 weeks beginning the day of an accident and on the 8th day of illness.

In addition to \$30 per week for 13 weeks, beginning on the day of an accident or on the 8th day of illness, members of Local 377, Youngstown, receive the following schedule of benefits:

Length of Service	Minimum Benefits Each Year if Needed:*	
	Benefit at Full Pay	# weeks at Half Pay
Three to twelve months	2 days	2
One Year	2 days + one week	3
Two years	2 days + two wks.	5
Five years	2 days + four wks.	7
Ten years	2 days + six wks.	9

*No sickness payments for the first three days of any illness.

April, 1956

LIFE INSURANCE

There is a life insurance program different from the company's standard benefit of \$1500 for employees with more than five years of service in effect in only five locations.

Local 169 - Philadelphia: Members have a \$2500 benefit with a \$5000 accidental death clause.

Local 377 - Youngstown: The standard life insurance is \$3000 and the benefit for accidental death is \$2000.

Local 595 - Los Angeles & Local 89 - Louisville: Members are protected by a straight \$2500 benefit no matter what the cause of death.

Local 294 - Albany: A benefit of \$1000 is paid to beneficiaries of members.

April, 1956

A & P UNITS ORGANIZED SINCE NOVEMBER 1953*

Local & Location	Description of Unit	Date of Recognition	# in Unit
404 - Springfield, Mass.	Produce, meat, and frozen foods	Nov. 1953	140
105 - Cincinnati, Ohio	Grocery and meat	Dec. 1954	75
270 - New Orleans, La.	Grocery	Jan. 1955	160
558 - Buffalo, New York	Grocery and meat	May 1955	150
404 - Springfield, Mass.	Butter, bacon, and beef	Apr. 1955	105
968 - Houston, Texas	Grocery	Aug. 1955	50
340 - Portland, Maine	Grocery warehouse and drivers	Oct. 1955	160
745 - Dallas, Texas	Grocery, meat, and produce	Nov. 1955	160
512 - Jacksonville, Fla.	Grocery and produce	Nov. 1955	235
71 - Charlotte, N. C.	Grocery and produce	Jan. 1956	190
79 - Tampa, Florida	Grocery and produce	Feb. 1956	20
TOTAL			1,445

* Does not include subsidiary organization of drivers or production employees.

THE GREAT A & P TEA COMPANY - CONTRACT CHANGES NEGOTIATED SINCE FEBRUARY 1955

Local and City	Expiration Date	Length of Contract	Wages	Vacations	Checkoff	Picketing	Health and Welfare	Other
635 - Pittsburgh	10/1/56	1 yr	12½¢	4 aft 20	--	--	Blue Cross and Blue Shield im- proved	Shift premium from 10¢ to 12¢
413 - Columbus	10/18/56	1 yr	7¢	---	--	Yes	---	-----
789 - Fairmont	10/1/56	1 yr	12½¢	4 aft 20	--	--	---	-----
110 - Altoona	9/30/56	1 yr	10¢ F 15¢ M	---	--	--	Blue Cross and Blue Shield	Shift premium from 10¢ to 12¢; jury pay
829 - Boston	2/28/57	1 yr	17½¢ M 12½¢ F	3 aft 10	Yes	--	---	8 hrs report time pay; rest periods
404 - Springfield	2/28/57	1 yr	17½¢ M 12½¢ F	3 aft 10	Yes	--	---	8 hrs report time pay
558 - Buffalo	5/15/56	1 yr	10¢	3 aft 10	--	--	---	-----
852 - New York	6/14/57	2 yrs	20¢	3 aft 10	Yes	--	Improved	Jury pay; 1-3 days funeral leave pay
317 - Syracuse	4/30/57	2 yrs	35¢ M 21¢ F	---	--	--	---	5 hours call in pay
322 - Richmond	2/9/57	2 yrs	22½¢	3 aft 10	Yes	Yes	---	Jury pay; 3 days funeral leave pay
169 - Philadelphia	2/28/57	2 yrs	32½¢ M 16½¢ F	3 aft 10	--	Strengthened	---	2 rest periods; funeral leave and jury pay
294 - Albany	4/30/57	2 yrs	20¢	---	--	--	---	-----
570 - Baltimore	3/30/57	2 yrs	22½¢	3 aft 10	Yes	Yes	---	-----
270 - New Orleans	2/1/58 *	2 yrs	15-20¢	---	Yes	Yes	---	-----

* Wage rates will be brought up to Nat'l Tea rates on 7/19/57.

April, 1956

(continued)

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THE GREAT A & P TEA COMPANY - CONTRACT CHANGES NEGOTIATED SINCE FEBRUARY 1955

Local and City	Expiration Date	Length Contract	Wages	Vacations	Chackoff	Picket -ing	Health and Welfare	Other
729 - E.St.Louis	7/5/58	3 yrs	30½-38¢ M 23¢ F	3 aft 10	Yes	---	---	-----
544 - Minneap'la	5/31/58	3 yrs	26¢	---	---	---	---	-----
406 - Gr.Rapids	4/19/58	3 yrs	21-41¢ M 21¢ F	---	---	---	MCT: \$2.25	7 hrs report time pay
197 - Cleveland	4/1/58	3 yrs	31¢ M 12¢ F	---	---	---	---	5 hrs report time pay 3 days funeral lv. pay
863 - Newark	9/14/48	3 yrs	20¢ *	3 aft 10	Yes	---	---	Jury pay; funeral lv. pay; rest periods; 12th holiday
105 - Cincinnati	4/30/58	3 yrs	18-19¢ M 12¢ F	3 aft 12	---	---	---	-----
337 - Detroit	8/16/58	3 yrs	28-29½¢ M 17¢ F	---	---	---	MCT raised from \$2 to \$2.25 wkly	-----
595 - Los Angeles	8/31/58	3 yrs	27½¢	3 aft 10	---	Yes	\$1.73 per month additional	Hot cargo; sick lv. 5 d. per yr. cumulative to 30
377 - Youngstown	1/10/59	3 yrs	32¢ M 26¢ F	---	---	---	\$1 per week add- itional	-----
512 - Jackson- ville **	2/28/59	3 yrs	27½-50¢	3 aft 15	Yes	Yes	---	Jury pay; sick leave; 2 10 min. rest periods; 5 hrs report time pay
968 - Houston**	3/13/59	3 yrs	36-76¢	3 aft 15	Yes	Yes	Co.pays full cost in second year	6th holiday
745 - Dallas **	?	?	2½-40¢	3 aft 15	Yes	Yes	---	2 10-min rest periods; 10¢ night shift prem.
71 - Charlotte**	3/14/59	3 yrs	25-40¢	3 aft 15	Yes	Yes	---	7¢ night premium, 7½¢ for ice box; up to 5 days funeral lv. pay

* Plus differential between Local 863 and Local 852. ** First contract.
April, 1956

WAGE RATE COMPARISON for SELECTORS
Oct. 1953-Oct. 1958

Local & City	Exp. Date of Current Contr.	Hourly Wage Rates as of:					
		10/53	10/54	10/55	10/56	10/57	10/58
CENTRAL CONFERENCE:							
200 - Milwaukee	10-31-56	1.93½	2.03½	2.11½	2.19½	--	--
337 - Detroit	8-16-58	1.75	1.91	2.06	2.15	2.19	--
377 - Youngstown	1-10-59	1.99½	2.02	2.02	2.14	2.24	2.34
955 - Kansas City	9-22-56	1.86½	1.92½	1.97½	--	--	--
20 - Toledo	7-21-56	1.84	1.92	1.97	--	--	--
89 - Louisville	7-29-56	1.83	1.93	1.97	--	--	--
135 - Indianapolis	8-14-56	1.66	1.90	1.95	--	--	--
729 - E. St. Louis	7-5-58	1.77	1.84½	1.92½	2.00	2.07½	--
406 - Grand Rapids	4-19-58	1.60	1.70	1.90	2.00	2.08	--
105 - Cincinnati	4-30-58	(not org.)	1.88	1.92	1.99	2.01	--
EASTERN CONFERENCE:							
635 - Pittsburgh	10-1-56	2.29	2.37	2.49½	--	--	--
789 - Fairmont	10-1-56	2.14	2.22	2.34½	--	--	--
852 - New York City	6-14-57	2.06	2.06	2.21	2.26	--	--
863 - Newark	9-15-57*	1.93½	1.93½	2.10	2.20	--	--
505 - Huntington	9-21-56	1.82	1.92	2.02	--	--	--
110 - Altoona	9-30-56	1.77	1.85	2.00	--	--	--
294 - Albany	4-30-57	1.73	1.81	1.91	2.01	--	--
558 - Buffalo	5-15-56*	(not org.)	1.91	--	--	--	--
829 - Boston	2-28-57	1.7625	1.8225	1.8975	2.07	--	--
559 - Hartford	11-2-56	1.6675	1.7675	1.8925	--	--	--
251 - Providence	2-29-56	1.70	1.78	1.88	--	--	--
404 - Springfield	2-28-57	(N.O.)	1.6925	1.8375	2.01	--	--
570 - Baltimore	3-30-57	1.58½	1.68½	1.81	1.91	--	--
229 - Scranton	2-14-57	1.45	1.62	1.72	1.77	--	--
322 - Richmond	2-9-57	1.41	1.4875	1.6124	--	--	--
340 - Portland	11-1-56*	(not organized)	--	--	1.86	--	--
71 - Charlotte	3-14-59	(not organized)	--	--	1.35	1.45	1.55
SOUTHERN CONFERENCE:							
745 - Dallas	?	(not organized)	--	1.52½	--	--	--
512 - Jacksonville	2-28-59	(not organized)	--	1.40	1.50	1.60	--
270 - New Orleans**	2-1-58	(not org.)	1.25	1.35	1.40	--	--

* Wage reopening on date indicated.

** Rates will be brought up to National Tea rates on 7/19/57.

April, 1956

WAGE RATE COMPARISON for CHECKERS
Oct. 1953 - Oct. 1958

Local & City	Exp. Date of Current Contr.	Hourly Wage Rates as of:					
		10/53	10/54	10/55	10/56	10/57	10/58
CENTRAL CONFERENCE:							
200 - Milwaukee	10-31-56	2.08½	2.18½	2.26½	2.34½		
337 - Detroit	8-16-56	1.84	2.00	2.13	2.22	2.28	
955 - Kansas City	9-22-56	1.98½	2.04½	2.09½	--	--	--
377 - Youngstown	1-10-59	2.04½	2.07	2.07	2.19	2.29	2.39
729 - E. St. Louis	7-5-56	1.87	1.94½	2.02½	2.10	2.17½	--
20 - Toledo	7-21-56	1.84	1.92	1.97	--		
89 - Louisville	7-29-56	1.83	1.90	1.97	--		
544 - Minneapolis	5-31-56	1.76	1.87	1.97	2.05	2.13	
406 - Grand Rapids	4-19-58	1.66	1.76	1.95	2.03	2.08	
135 - Indianapolis	8-14-56	1.66	1.90	1.95	--	--	--
EASTERN CONFERENCE:							
635 - Pittsburgh	10-1-56	2.36½	2.44½	2.57			
789 - Fairmont	10-1-56	2.21½	2.29½	2.42	--	--	--
852 - New York City	6-14-57	2.16	2.16	2.31	2.36		
863 - Newark	9-15-57*	2.11	2.11	2.27	2.36	--	
505 - Huntington	9-21-56	1.97	2.07	2.17	--		
169 - Philadelphia	2-28-57	1.72½	1.80	2.05	2.12½	--	--
110 - Altoona	9-30-56	1.82	1.90	2.05			
294 - Albany	4-30-57	1.83	1.91	2.01	2.11		
558 - Buffalo	5-15-56*	(not org.)	2.01	--	--	--	--
559 - Hartford	11-2-56	1.7675	1.8675	1.9925	2.1425		
251 - Providence	2-29-56	1.80	1.88	1.98	--	--	--
829 - Boston	2-28-57	1.3125	1.6725	1.9475	2.11		
404 - Springfield	2-28-57	(N.O.)	1.7925	1.9375	2.11		
570 - Baltimore	3-30-57	1.7075	1.81	1.93½	2.03½		
229 - Scranton	2-14-57	1.50	1.62	1.72	1.77		
322 - Richmond	2-9-57	1.48	1.5625	1.6875	1.7875	--	
340 - Portland	11-1-56*	(not organized)			1.96	--	
71 - Charlotte	3-14-59	(not organized)			1.55	1.65	1.75
SOUTHERN CONFERENCE:							
745 - Dallas	?	(not organized)			1.62½	--	--
512 - Jacksonville	2-28-59	(not organized)			1.50	1.60	1.70
270 - New Orleans**	2-1-58	(not org.)	1.35	1.45	1.50		
966 - Houston	3-13-59	(not organized)			1.39	1.54	1.70
WESTERN CONFERENCE:							
595 - Los Angeles	8-31-58	1.9575	2.1575	2.2875	2.3575	2.4325	--

April, 1956

Rates will be brought up to Nat'l Tea rates on 7/19/57.

WAGE RATE COMPARISON for LIFT TRUCK OPERATORS

Oct. 1953 - Oct. 1958

Local & City	Exp. Date of Current Contr	Hourly Wage Rates as of:					
		10/53	10/54	10/55	10/56	10/57	10/58
CENTRAL CONFERENCE:							
200 - Milwaukee	10-31-56	--	2.13½	2.21½	2.29½	--	--
337 - Detroit	8-16-58	1.75	1.91	2.09	2.18	2.23	--
377 - Youngstown	1-10-59	2.04	2.07	2.07	2.19	2.29	2.39
955 - Kansas City	9-22-56	1.91½	1.97½	2.02½	--	--	--
EASTERN CONFERENCE:							
789 - Fairmont	10-1-56	2.21½	2.29½	2.42	--	--	--
852 - New York City	6-14-57	2.16	2.16	2.31	2.36	--	--
863 - Newark	9-15-57*	1.93½	1.93½	2.12	2.25	--	--
505 - Huntington	9-21-56	1.87	1.97	2.07	--	--	--
169 - Philadelphia	2-28-57	1.65	1.75	2.05	2.12½	--	--
110 - Altoona	9-30-56	1.77	1.85	2.00	--	--	--
294 - Albany	4-30-57	1.78	1.86	1.96	2.06	--	--
829 - Boston	2-28-57	1.81½	1.87½	1.9475	2.12	--	--
559 - Hartford	11-2-56	1.7175	1.8175	1.9425	2.0925	--	--
251 - Providence	2-29-56	1.75	1.88	1.93	--	--	--
558 - Buffalo	5-15-56*	(not org.)	1.91	--	--	--	--
570 - Baltimore	3-30-57	1.58½	1.68½	1.81	1.91	--	--
229 - Scranton	2-14-57	--	1.62	1.77	1.82	--	--
322 - Richmond	2-9-57	1.41	1.5375	1.6625	1.7625	--	--
71 - Charlotte	3-14-59	(not organized)			1.30	1.40	1.50
SOUTHERN CONFERENCE:							
512 - Jacksonville	2-28-59	(not organized)			1.65	1.75	1.85
745 - Dallas	?	(not organized)			1.64½		
270 - New Orleans**	2-1-56	(not org.)	1.30	1.40	1.45	--	--

* May reopen on date indicated.

** Rates will be brought up to National Tea rates on 7/19/57.

April, 1956

WAGE RATE COMPARISON for ELEVATOR OPERATORS

Oct. 1953 - Oct. 1958

Local & City	Exp. Date of Current Contr.	Hourly Wage Rates as of:					
		10/53	10/54	10/55	10/56	10/57	10/58
CENTRAL CONFERENCE:							
200 - Milwaukee	10-31-56	1.93½	2.03½	2.11½	2.19½	--	--
337 - Detroit	8-16-58	1.75	1.91	2.06	--	--	--
955 - Kansas City	9-22-56	1.86½	1.92½	1.97½	--	--	--
20 - Toledo	7-21-56	1.84	1.92	1.97	--	--	--
89 - Louisville	7-29-56	1.83	1.90	1.97	--	--	--
135 - Indianapolis	8-14-56	1.66	1.90	1.95	--	--	--
406 - Grand Rapids	4-19-58	1.60	1.72	1.90	--	--	--
EASTERN CONFERENCE:							
635 - Pittsburgh	10-1-56	2.29	2.37	2.49½	--	--	--
852 - New York City	6-14-57	2.06	2.06	2.21	2.26	--	--
863 - Newark	9-15-57*	1.93½	1.93½	2.10	2.20	--	--
110 - Altoona	9-30-56	1.77	1.85	2.00	--	--	--
169 - Philadelphia	2-28-57	1.62½	1.70	1.95	2.02½	--	--
558 - Buffalo	5-15-56*	(not org.)		1.91	--	--	--
829 - Boston	2-28-57	1.7125	1.7725	1.8475	2.02	--	--
SOUTHERN CONFERENCE:							
745 - Dallas	?	(not organized)			1.52½	--	--
512 - Jacksonville	2-28-59	(not organized)			1.35	1.45	1.55
WESTERN CONFERENCE:							
595 - Los Angeles	8-31-58	1.9075	2.1075	2.2325	2.3075	2.3825	--

*Wage reopening on date indicated.

April, 1956

WAGE RATE COMPARISON for WAREHOUSEMEN
Oct. 1953 - Oct. 1958

Local & City	Exp. Date of Current Contr.	Hourly Wage Rates as of:					
		10-53	10-54	10-55	10-56	10-57	10-58
CENTRAL CONFERENCE:							
200 - Milwaukee	10-31-56	1.78½	1.88½	1.96½	2.04½	--	--
337 - Detroit	8-16-58	1.63½	1.79½	1.95	2.04	2.09	--
197 - Cleveland	4-1-58	1.70	1.80	1.95	2.03	2.11	--
377 - Youngstown	1-10-59	1.89½	1.92	1.92	2.04	2.14	2.24
20 - Toledo	7-21-56	1.79	1.87	1.92	--	--	--
955 - Kansas City	9-22-56	1.80½	1.86½	1.91½	--	--	--
89 - Louisville	7-29-56	1.73	1.80	1.87	--	--	--
135 - Indianapolis	8-14-56	1.56	1.82	1.87	--	--	--
413 - Columbus	10-18-56	1.70	1.80	1.87	--	--	--
544 - Minneapolis	5-31-58	1.65	1.76	1.86	1.94	2.02	--
406 - Grand Rapids	4-19-58	1.47	1.59	1.78	1.90	1.98	--
729 - E. St. Louis	7-5-58	1.57	1.64½	1.75	1.85	1.95	--
EASTERN CONFERENCE:							
635 - Pittsburgh	10-1-56	2.24	2.32	2.44½	--	--	--
789 - Fairmont	10-1-56	2.09	2.17	2.29½	--	--	--
852 - New York City	6-14-57	1.96	1.96	2.11	2.16	--	--
863 - Newark	9-15-57*	1.83½	1.83½	2.00	2.10	--	--
505 - Huntington	9-21-56	1.77	1.87	1.97	--	--	--
317 - Syracuse	4-30-57	1.66½	1.76	1.91½	2.01½	--	--
169 - Philadelphia	2-28-57	1.57½	1.65	1.90	1.97½	--	--
110 - Altoona	9-30-56	1.67	1.75	1.90	--	--	--
294 - Albany	4-30-57	1.68	1.76	1.86	1.96	--	--
251 - Providence	2-29-56	1.65	1.73	1.83	--	--	--
558 - Buffalo	5-15-56*	(not org.)	1.82	--	--	--	--
559 - Hartford	11-2-56	1.5875	1.6875	1.8124	1.9675	--	--
404 - Springfield	2-28-57	(N.O.)	1.64½	1.7875	1.96	--	--
570 - Baltimore	3-30-57	1.5325	1.6325	1.76	1.86	--	--
229 - Scranton	2-14-57	1.45	1.57	1.67	1.72	--	--
322 - Richmond	2-9-57	1.34	1.42½	1.55	1.65	--	--
340 - Portland	11-1-56*	(not organized)	--	--	1.81	--	--
71 - Charlotte	3-14-59	(not organized)	--	--	1.20	1.30	1.40
SOUTHERN CONFERENCE:							
327 - Nashville	8-5-56	--	1.50	1.53	--	--	--
745 - Dallas	?	(not organized)	--	--	1.37	--	--
512 - Jacksonville	2-28-59	(not organized)	--	--	1.30	1.40	1.50
968 - Houston	3-13-59	(not organized)	--	--	1.28	1.42	1.57
270 - New Orleans**	2-1-58	(not org.)	1.15	1.25	1.30	--	--
WESTERN CONFERENCE:							
595 - Los Angeles	8-31-58	1.9075	2.1075	2.2325	2.3075	2.3825	--

* Wage reopening on date indicated.

** Rates will be brought up to National Tea rates on 7/19/57.

April, 1956

WAGE RATE COMPARISON for EGG HANDLERS

Oct. 1953 - Oct. 1958

Local & City	Exp. Date of Current Contr.	Hourly Wage Rates as of:					
		10/53	10/54	10/55	10/56	10/57	10/58
CENTRAL CONFERENCE:							
89 - Louisville	7-29-56	1.45	1.51	1.54	--	--	--
135 - Indianapolis	8-14-56	1.36	1.49	1.51	--	--	--
406 - Grand Rapids	4-19-58	1.29	1.29	1.38	1.44	1.50	--
EASTERN CONFERENCE:							
789 - Fairmont	10-1-56	1.64½	1.72½	1.80½	--	--	--
852 - New York City	6-14-57	1.53½	1.53½	1.68½	1.73½	--	--
863 - Newark	9-15-57*	1.46½	1.46½	1.60	1.68	--	--
169 - Philadelphia	2-28-57	1.3875	1.40½	1.60	1.62½	--	--
322 - Richmond	2-9-57	1.29	1.37½	1.50	1.60	--	--
294 - Albany	4-30-57	1.30½	1.36½	1.46½	1.58½	--	--
251 - Providence	2-29-56	1.20	1.28	1.38	--	--	--
829 - Boston	2-28-57	1.21	1.32	1.33½	1.5375	--	--
229 - Scranton	2-14-57	1.10F	1.22	1.32	1.37	--	--
SOUTHERN CONFERENCE:							
968 - Houston	3-13-59	(not organized)			1.28	1.42	1.57
745 - Dallas	?	(not organized)			1.26 F 1.52 M	--	--
270 - New Orleans **	2-1-58	(not org.)		1.10	1.25	1.30	--

* Wage reopening on date indicated.

** Rates will be brought up to National Tea rates on 7/19/57.

April, 1956

7-2026-

File

DAVID BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS** of America
AFFILIATED WITH AMERICAN FEDERATION OF LABOR

TRADE DIVISION

Trade Division -
Warehouse - R & P
Tea Co.

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0523

February 8, 1956

General President Dave Beck

Dear Sir and Brothers:

The enclosed minutes of the meeting of the Eastern Conference A & P Committee at the Park Sheraton Hotel in New York City on January 26, 1956 are for your information.

Fraternal yours,
H. J. Gibbons
H. J. Gibbons, Acting Director
National Warehouse Division

higerl
Enc.

MINUTES

EASTERN A & P COMMITTEE
INT'L BROTHERHOOD OF TEAMSTERS

Park Sheraton Hotel
New York City
January 26, 1956

Present at the meeting: Ed Hartsough, Local 169, Philadelphia
Frank Keane, Local 169, Philadelphia
Charles DiGuardo, Local 570, Baltimore
Jerome F. McCarthy, Local 829, Boston
Dennis Crotty, Local 852, New York City
John Greeley, Eastern Conference of Teamsters
Samuel Baron, National Warehouse Division
William Griffin, National Miscellaneous Division

A telegram was received from Chairman James Matoney of Local 635, Pittsburgh, which stated that he was ill and unable to attend. In his absence, Edward Hartsough of Local 169 acted as chairman.

John Greeley, Director of the Warehouse Division of the Eastern Conference, reported on progress made in organizing unorganized A & P plants since the A & P Committee of the Eastern Conference was formed in November, 1954.

Buffalo, New York; Portland, Maine, and most recently, Charlotte, North Carolina have all been organized. Charlotte is not yet under contract but negotiations will start during the first week in February.

He also reported on the part played by the Warehouse Division in organizing the Quaker Maid Plant (owned by A & P) in Brockport, New York.

Sam Baron, Field Director of the National Warehouse Division, gave a complete report on A & P from a national viewpoint.

Despite the fact, he reported, that the Teamsters have now almost completely organized A & P in the South and our relations with the top management of the company are friendly and constructive, certain individuals in the South are still trying to break up our union. Brother Baron also reported that he has learned of an attempt to decertify us in the warehouse in New Orleans, La.

Brother Baron suggested that our committee go on record as ready to continue our same policy of aid and help to the Teamster locals in the South as we adopted last year.

This policy was discussed at great length. Brothers Hartsough, Keane, DiGuardo, Crotty, and McCarthy agreed that complete organization of A & P in the South could only be accomplished with the full support of the Teamster locals with contractual relations with A & P in the North.

Brother Keane in relating his experiences in Jacksonville, Florida, where he and others had started the campaign to organize A & P warehouse workers in that city, said in his opinion, help and aid from the Northern locals would also have to be given the South if they were going to obtain good contracts.

This Committee, after hearing reports of successful organizing efforts in the South, is concerned about the anti-union attitude of some A & P representatives in maintaining their anti-union attitude toward our union.

In the event and as a result of action to break up our union in the South, the A & P Committee of the Eastern Conference of Teamsters pledges to give all-out support to our sister locals in the South including support by the respecting of any picket line.

A motion that the above be our policy during the coming year was made by Brother Frank Keane, Local 169, and seconded by Brother DiGuardo, Local 570, and unanimously adopted. Tom Flynn, Chairman, Eastern Conference of Teamsters, will be consulted before this resolution is implemented.

The Committee also went on record as continuing our same policy with respect to contract negotiations as was practiced last year. Each local will negotiate its own contract, but will consult with the Committee and before concluding negotiations will make known the results to the Committee. The clearing house for all such information will be the office of James Matoney, Chairman of the A & P Committee of the Eastern Conference of Teamsters, Local 635, Pittsburgh, Pennsylvania.

William Griffin, Director of the National Miscellaneous Division, spoke to the Committee about his Division's plans to organize the men servicing vending machines. The plan, he stated, will not necessitate stoppage of work, picket lines or anything that might embarrass the locals. He requested the Committee to have a survey made of vending machines presently installed in A & P warehouses within our jurisdiction.

Acting Chairman Hartaough speaking for the Committee promised to have the information supplied, and also promised the full support of the Committee in aiding the Miscellaneous Division to organize the vending machine operators.

The meeting was adjourned at 4:15 p.m.

Warehouse - Great
A & P Tea Co.

* Does not include subsidiary organization of drivers or production employees.

1675

Rec. for fish

DAVE BECK
General President



International Brotherhood of
TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS of America

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

25 LOUISIANA AVENUE N.W. • WASHINGTON 1, D. C. • STERLING 3-0525

TRAFFIC DIVISION

Miscellaneous -
Vending Machines

January 30, 1956

TO ALL EASTERN CONFERENCE OF TEAMSTER
LOCALS HAVING JURISDICTION OVER A & P
OR AMERICAN STORES:

The enclosed letter and questionnaire from the National
Miscellaneous Division should be filled out and returned
to this office as quickly as possible. One questionnaire
should be filled out for each location of either A & P
or American Stores in your jurisdiction.

When we have the information from all of the Local Unions,
we will then be able to plan an effective campaign so
that all Coin Operated Automatic Vending Machines in our
warehouses will be serviced by Teamster members.

Fraternaly yours,

H. J. Gibbons
H. J. Gibbons, Acting Director
National Warehouse Division

Jim Matoney
Jim Matoney, Chairman
A & P Committee

Frank Keane
Frank Keane, Chairman
American Stores Committee

HJO:MR:bls
Enc.

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS of America**

ORGANIZED WITH AMERICAN FEDERATION OF LABORS

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0323

January 30, 1956

TO ALL EASTERN CONFERENCE OF TEAMSTERS
LOCALS HAVING JURISDICTION OVER A & P
OR AMERICAN STORES:

It is vitally important to the National Miscellaneous Division and the Teamsters Local Unions having jurisdiction in the Vending Machine Industry that the enclosed questionnaire be completed. We wish to emphasize that it is only necessary to secure answers to the four questions contained in the questionnaire and not to engage in a dispute or controversy at this time with whoever may be servicing the machines. The questionnaire covers all types of Automatic Coin Operated Vending Machines.

We would request that you enlarge upon your answers as much as you desire using the back of the sheet if necessary. If for any reason you are unable to complete all of the questionnaire, please return as much information as you are able to get.

Fraternally yours,

William M. Griffin
William M. Griffin, Chairman
National Miscellaneous Division

WMO:MR:bls
Enc.

TRADE DIVISION

Warehouse - A & P Tea Co.

Inter-Office Communication

From the Office of Samuel Beron

Date January 20, 1956

To M. J. Gibbons

Subject Quaker Maid (A & P - Brockville, NY)

This unit of 250 has been represented by an independent union which is now in negotiations. John Greeley, Director, Warehouse Division Eastern Conference, received a hearing at a membership meeting on January 18 and convinced the membership to affiliate with IWT. He now has 210 authorization cards out of a possible 250.

I suggested that the local representatives write management requesting recognition, with a carbon copy to Mr. Schimmatt, Vice President in charge of labor relations. I subsequently talked with Mr. Schimmatt, and he assured me that the local union will be recognized. Mr. Greeley has been requested to assist the local union in coming contract negotiations.

cc: Mr. Dave Beck
Mr. Einer Mohn

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS** of America

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0523

TRADE DIVISION

Warehouse - Great
R. P. Tea Company

January 5, 1956

TO MEMBERS OF EASTERN A & P COMMITTEE:

Dear Sir and Brothers:

At the request of Chairman James Matoney the Eastern Conference A & P Committee has scheduled a meeting to review progress and to plan for the coming period.

The committee will meet at the Park Sheraton Hotel, New York City, in the room of H.J. Gibbons at 2 p.m. on January 26, 1956.

Fraternally,

Samuel Baron
Samuel Baron, Field Director
National Warehouse Division

b:rl

See for file

DAVE DECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS** *of America*

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0525

DATE RECEIVED

*Warehouse - Great
H & P Tea Company*

January 5, 1956

TO MEMBERS OF EASTERN A & P COMMITTEE:

Dear Sir and Brothers:

At the request of Chairman James Matoney the Eastern Conference A & P Committee has scheduled a meeting to review progress and to plan for the coming period.

The committee will meet at the Park Sheraton Hotel, New York City, in the room of H.J. Gibbons at 2 p.m. on January 26, 1956.

Fraternaly,

Samuel Barch
Samuel Barch, Field Director
National Warehouse Division

b1r1

*W. J. Gibbons
for H. J. Gibbons*